

EVALUATION AND REPORT OF PROGRESS IN ACHIEVING IDENTIFIED GOALS AND PRIORITIES AND USE OF TITLE I FUNDS FOR INNOVATION AND EXPANSION ACTIVITIES

The DSU utilizes several strategies for evaluating and reporting the achievement of its goals and priorities and outcomes of Innovation and Expansion (I & E) activities.

Primarily, the DSU has adopted the evaluation standards found in 34 CFR 361.82 and the performance indicators found in 34 CFR 361.84. Since these evaluation standards remain constant over time, they were chosen for our goals and priorities. These two standards allow the DSU to track its program performance year-by-year using consistent standards that do not change.

In addition, the DSU seeks program evaluation and monitoring assistance from the Wisconsin Rehabilitation Council (WRC). The WRC regularly solicits input on VR services and priorities through public comment and hearings, from WRC members and from expert panels of consumers and providers invited to WRC meetings. The WRC Evaluation Committee studies the performance of the DSU in serving specific groups and disabilities by requesting direct input from those consumers and studying available data from the DSU's Integrated Rehabilitation Information System. The WRC further reviews consumer satisfaction with VR services by interaction with consumers and studying the results of the DSU Consumer Satisfaction Survey.

The WRC/DSU partnership is intended to improve the performance of the DSU with respect to the evaluation standards and performance indicators established pursuant to section 106 of the Act. The WRC issues an annual report reviewing the activities and performance of the DSU as well as offering WRC advice on goals and priorities. The DSU and WRC jointly submit the report to RSA.

Priority #1: Employment Outcomes

Strategies:

- The DSU established an employment outcome goal for FFY '04 and '05 that was higher than FFY '03. However, the DSU was unable to achieve the outcomes due to fiscal and OOS impacts that resulted in a much reduced caseload from which to realize outcomes.
- The DSU places a priority on directing its fiscal and human resources to the case service budget and services to support individualized plans for employment.
- In FFY '07, the DSU will stabilize the OOS wait list with the goal of immediate activation and development of employment plans for persons determined to have the most significant disabilities and an activation wait of no longer than 3 months for persons with significant disabilities. It is the DSU's intent to achieve and maintain this timeframe for OOS activations in FFY '07.

- The DSU requires at least monthly VRC contact with consumers in an employment ready status (Status 20).
- The DSU employs an outcome-based fee schedule for job placement activities that awards vendors for a consumer's success on a new job. In FFY '06 the DSU is piloting a number of performance-based milestone payment systems that lead to increased employment outcomes. In FFY '07, the DSU will use the results of the pilots to determine if any changes need to be made to the employment services fee schedule or technical specifications for job placement.
- The DSU will focus increased time and attention in FFY '07 on improving VR services in conjunction with long-term supports for consumers in need of supported employment services. The DSU is working on an inter-organizational team to identify and deploy new strategies to increase employment outcomes for persons in need of continuing employment supports.

Goal 1.1. Total employment outcomes (RSA target: increase over previous year).

FY 2002 - 3,606
 FY 2003 - 3,703
 FY 2004 - 3,293
 FY 2005 - 3,080

Although WDVR experienced increased rehabilitated closures during FFY '03, this was due to high average monthly IPE caseloads in the 13,500 - 14,500 range, resulting in a high number of individuals exiting successfully from plan services. During FFY '04, a majority of new plans were developed for persons with the most significant disabilities due to fiscal constraints and the OOS. Employment outcomes were also down in FFY '05 primarily due to continued funding limitations, the order of selection, and a further erosion of the DSU's ability to initiate new employment plans. In FFY '05 no new plans were initiated for a period of more than six months followed by several months when new employment plans were developed only for only those individuals with the most significant disability. At one point in FFY '05, the monthly average active caseload dropped below 7,800. Persons with the most significant disabilities tend to have a lower success rate, and are in the VR system for a longer period of time. The funding limitations and the constraints from operating under an Order of Selection with services focused on persons with the most significant disabilities for more than 2 years, resulted in a further decrease in employment outcomes for FFY '05.

Goal 1.2. Percent achieving an employment outcome (RSA target: 55.8%).

FY 2003 - 47.0%
 FY 2004 - 45.2%
 FY 2005 - 43.2%

The percent decreased in FY 2004 and in 2005 for the same reasons noted for goal 1.1 however the DSU, in accordance with federal OOS regulation, is more focused on serving consumers with the most significant impairments who require more time and intensive multiple rehabilitation services.

Goal 1.3. Percent achieving an employment outcome at or above minimum wage (RSA target: 72.6%).

FY 2003 - 98.5%
FY 2004 - 97.6%
FY 2005 - 96.8%

Goal 1.4. Percent of individuals with significant disabilities (RSA target: 62.4%).

FY 2003 - 99.0%
FY 2004 - 94.8%
FY 2005 - 97.5%

Goal 1.5. Average hourly earnings divided by state average hourly earnings (RSA target: 52%).

FY 2002 - 58%
FY 2003 - 55.0%
FY 2004 - 54.0%
FY 2005 - 50%

Goal 1.6. Percent with own income as primary source of support (RSA target: 53%).

FY 2002 - 64%
FY 2003 - 56.0%
FY 2004 - 53.0%
FY 2005 - 52%

Priority #2: Equal Access to Services

Goal 2.1. Service rate for minorities divided by service rate for non-minorities (RSA target: 0.80).

FY 2002 - 90%
FY 2003 - 87%
FY 2004 - 72%
FY 2005 - 82%

For information on the DSU's activities and progress with the use of Title I funds for Innovation and Expansion activities, please refer to Attachments 4.6(a)(3), 4.9(c), and 4.12(d).

The WRC advises the DSU on Innovation & Expansion strategies, partnerships and projects to address underserved and unserved populations. Once an I & E initiative is implemented, the WRC assists the DSU in evaluating the project outcomes. The DSU continues to affirmatively recruit a diverse workforce to better serve minority consumers.

Annual Report

As required under section 101(a)(15)(E)(ii) of the Act, the Wisconsin Rehabilitation Council (WRC) and the DSU annually jointly prepare, agree to and submit to the Commissioner a report on the activities and progress of the DSU in meeting its goals and priorities.

Upon request, the report is available from either the WRC or the DSU. The DSU uses funds to support the operation and activities the Wisconsin Rehabilitation Council, and consistent with the state plan prepared under section 705(e) (1), the State Independent Living Council.